



Guidance on Professional Development Stipends



A number of well-designed studies indicate that teacher quality has a powerful effect on student academic achievement. Students who are in the classrooms of effective teachers can achieve at a full grade level ahead of students assigned to weak teachers. Effective professional development works best when it is part of a system-wide effort to improve and integrate teacher quality at all stages: preparation, induction, support, and ongoing development.

Funding for professional development is available through Title I and Title II programs. The following data is an overview of how other school districts around the State of North Dakota are using their funds and is to be used as guidance to help school districts make decisions on what they will pay teachers attending professional development trainings.

Due to the fact that staff in the State Title I office are so frequently asked about stipends for professional development, in May of 2002, 27 schools were sent a survey with questions about professional development procedures in their district. These schools, both rural and urban, were from across the State. Below are the results.

Stipends for professional development

- 85% of the school districts pay teachers to attend professional development training.
- Stipends for professional development range from \$10 an hour to \$22 an hour. The average amount for a stipend is \$13.87.
- 96% indicated that the school district pays for expenses (e.g., lodging, meals, travel). Some of the districts only pay teachers for expenses if the district requests/requires teachers to attend.
- 81% of the school districts pay stipends to teachers attending professional development that is held during the summer months. Some districts pay only if the district requests/requires teachers to attend.
- Stipends for professional development during the summer months range from \$10 to \$25. The average amount for a stipend is \$13.47.
- Most of the districts pay either an hourly rate or a flat rate. There were a few that had the professional development written into the teachers' contracts.

- Most school districts did not pay teachers for professional development based on their contracted salary (i.e., the contract was figured at an hourly rate and teachers were paid the same hourly rate). A very small number of school districts did pay teachers for professional development based on their contracted salary.

Teachers Pay for After-School Programs

- Of the 27 school districts surveyed, more than half had after-school programs either after school, on weekends, or in the summer.
- The pay range for teachers in after-school programs ranged from \$7.25 to \$22.50. The average pay in the schools surveyed was \$15.41.
- Most of the schools paid teachers an hourly rate for after-school programs. A few paid a flat rate and one said they paid through a contract.
- Most schools do not base teachers' pay for after-school programs on the teachers' yearly contract.

Other information



School districts should have policies in place that determine rates for teacher pay on stipends for professional development and for after-school programs.



Some schools are concerned about the teacher's time out of the classroom. When the teacher(s) are gone, students' learning suffers. One school puts the professional development days into the school year. They contract teachers for five extra days above and beyond the regular school year. Teachers' contracts would be for 185 days, rather than 180.